



# The Together4Children Regional Permanency Partnership Phase One Community Impact Assessment Checklist and Executive Summary

## **Name of Proposal:**

The Together4Children Regional Permanency Partnership

## **Project Sponsor(s):**

- 1) Helen Riley, Deputy Chief Executive & Director for Families and Communities Staffordshire County Council
- 2) Mark Barrett, Interim Director of Children & Families Services, Stoke-on-Trent City Council
- 3) Karen Bradshaw, Director of Children's Services, Shropshire Council
- 4) Clive Jones, Director of Children and Adult Services, Telford and Wrekin Council

## **Programme Manager:**

Joseph Sullivan, Regional Commissioning & Development Lead (Together4Children)

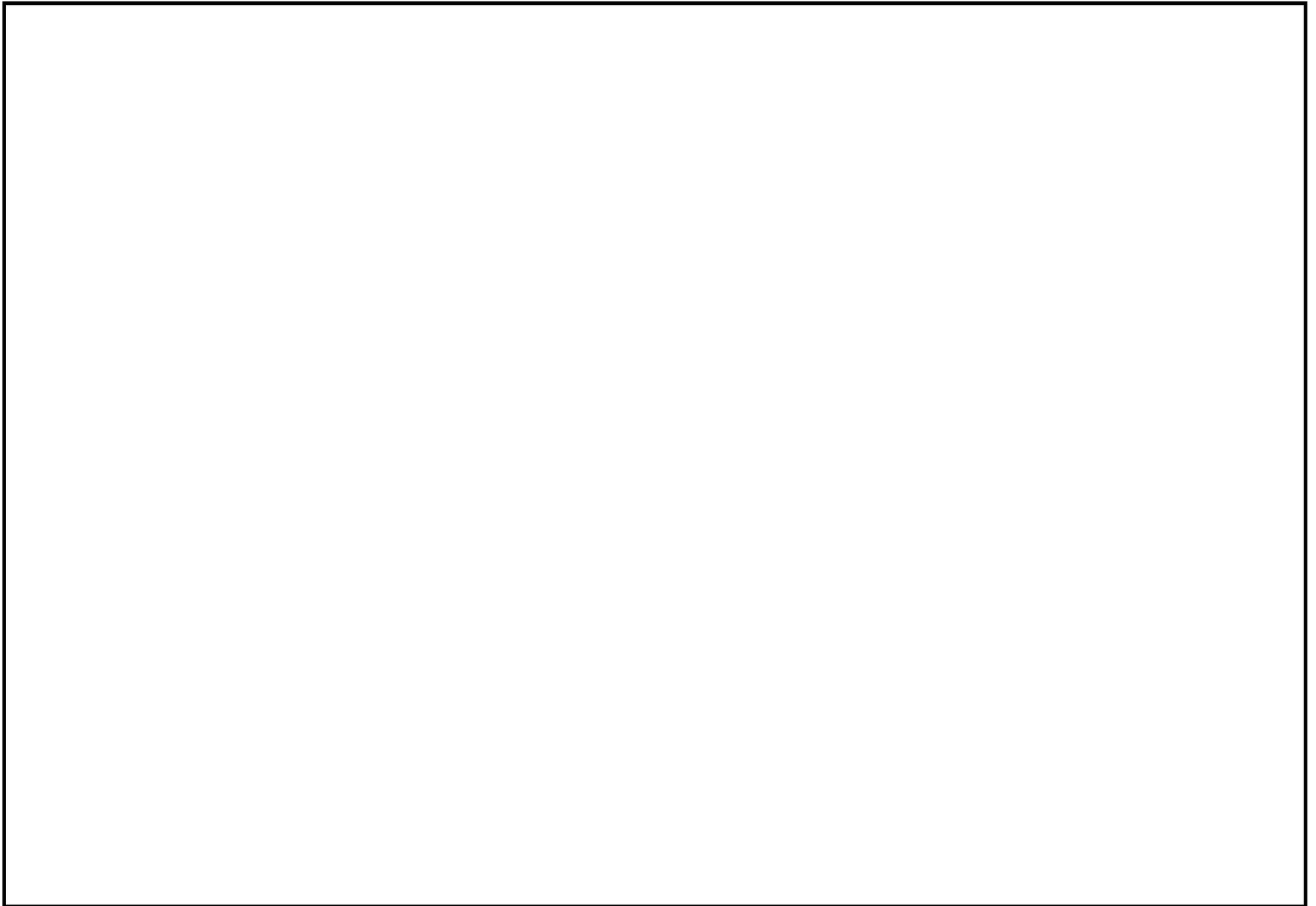
**Date:** December 2019

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## Checklist:

Checklist	Action Completed (Tick)	Comments/Actions:
The project supports the Council's Business Plan, priorities and MTFS.	*Completed	The development of the Together4Children Regional Permanency Partnership supports the Strategic Business Plan, Business Delivery Plan and the Medium-Term Financial Strategy (MTFS) of Staffordshire County Council, Stoke-on-Trent City Council, Shropshire Council and Telford & Wrekin Council. The Partnership also proposes financial and non-financial benefits in the short, medium and long term.
It is clear what the decision is or what decision is being requested.	*Completed	The Community Impact Assessment (CIA) is being attached as an appendix to a Regional Cabinet Report which includes recommendations of the Cabinet Member for Children & Young People, Mr Mark Sutton. In addition, the Regional Cabinet Report includes several appendix documents, including the proposed Regional Finance & Resources Formula, Legal Analysis, previous Regional Cabinet Reports and a Regional Outline Business Cases (OBC) which supports the recommendations for Cabinet to consider.
For decisions going to Cabinet, the CIA findings are reflected in the Cabinet Report and <b>potential impacts are clearly identified and mitigated for</b> (where possible).	*Completed	The Community Impact Assessment (CIA) is being attached as an appendix to a Regional Cabinet Report to which the CIA benefits, risks and mitigations/recommendations are clearly identified and reflected in the Regional Cabinet Report and supporting documentation.
The <b>aims, objectives and outcomes</b> of the policy, service or project have been clearly identified.	*Completed	Cabinet have previously considered a Regional Outline business Case (OBC) which included the Partnership's vision, mission, priorities and success measures. This Partnership's vision, mission, priorities and success measures are reflected upon in the Regional Cabinet Report.
The <b>groups</b> who will be affected by the policy, service or project have been clearly identified.	*Completed	All groups affected by the Regional Permanency Transformation Programme have been clearly identified and the potential risks mitigated. This CIA will continue to be reviewed monthly through the Partnership's Governance System.
The <b>communities</b> that are likely to be more adversely impacted than others have been clearly identified.	*Completed	The applicable communities that are most likely to be affected have been identified and mitigations will be taken to minimise any potential impact. This CIA will continue to be reviewed monthly through the Partnership's Governance System.

<p>Engagement / consultation has been undertaken and is representative of the residents most likely to be affected.</p>	<p>*Completed</p>	<p>The Together4Children Regional Permanency Partnership have developed a Regional Consultation, Engagement &amp; Communications Framework. Through this Framework, the Partnership has recognised that effective stakeholder engagement is vital to driving the development of the Together4Children Regional Permanency Partnership. There has been a wide-ranging Regional Consultation, Engagement &amp; Communications Programme to ensure stakeholders are being involved in shaping the Together4Children Regional Permanency Transformation Programme. The Partnership's approach to Consultation, Engagement &amp; Communications aims to give our stakeholders a greater influence over decision making, commissioning decisions and service delivery, through the use of more appropriate engagement activities. This framework therefore sits at the heart of the operating model and is vital for the delivery of the priority outcomes.</p>
<p>A range of people with the appropriate knowledge and expertise have contributed to the CIA.</p>	<p>*Completed</p>	<p>Stakeholders from across Staffordshire County Council, Stoke-on-Trent City Council, Shropshire Council and Telford &amp; Wrekin Council have contributed to the development of the Together4Children Regional Permanency Partnership. Members of the Senior Leadership Team (SLT), Wider Leadership Team (WLT) and Operational Management Team (OMT) of each Local Authority along with insight from Adopters, Foster Carers, Connected Carers, Special Guardians and Looked After Children is reflected in the Partnership's Community Impact Assessment (CIA).</p>
<p>Appropriate evidence has been provided and used to inform the development and design of the policy, service or project. This includes data, research, engagement/consultation, case studies and local knowledge.</p>	<p>*Completed</p>	<p>Extensive qualitative and quantitative research has taken place to develop the Together4Children Regional Permanency Partnership. Academic research and analysis are used to optimise performance and outcomes with automated analytical insight where possible. The Partnership is continuously adapting and improving using research as evidence in line with strategic objectives.</p>
<p><b>The CIA <u>evidences</u> how the Council has considered its statutory duties under the Equality Act 2010 and how it has considered the impacts of any change on people with protected characteristics.</b></p>	<p>*Completed</p>	<p>Due regard has been given to the Equality Act 2010 for the need to: eliminate discrimination, harassment, victimisation or other prohibited conduct, to advance equality and to foster good relations between persons who share a relevant protected characteristic and those who do not share it.</p>
<p>The next steps to deliver the project have been identified.</p>	<p>*Completed</p>	<p>The Regional Cabinet Report includes next steps in respect of the Together4Children Regional Permanency Partnership and Together4Children Regional Permanency Transformation Programme.</p>



	Which groups will be affected?	Benefits	Risks	Mitigations / Recommendations
<p><b>PSED</b> – What are the impacts on residents with a protected characteristic under the <b>Equality Act 2010</b>? <i>Highlight any concerns that have emerged as a result of the equality analysis on any of the protected groups and how these will be mitigated. It is important that Elected Members are fully aware of the equality duties so that they can make an informed decision and this can be supported with robust evidence.</i></p>	<p>Adopters, Foster Carers, Connected Carers, Special Guardians, Looked After Children and other key stakeholders, including groups and individuals from a different race, nationality, ethnic or national origins; with disabilities and complex needs; all religious and philosophical beliefs (including lack of belief); all types of sexual orientation; those in the process of gender reassignment, or who identify as Transgender.</p>	<p>The Together4Children Regional Permanency Partnership (using shared expertise and collaborative working) has undergone reviews of and is progressing improvements in the Child and Adopter Journeys. This includes the coproduction of revised governance systems, financial arrangements, intelligence, data and performance systems along with the redesign of shared delivery structures, processes and practice which will enable the Partners to work closer together to improve outcomes for Looked After Children and Previously Looked After Children. The review of and progressing of improvements in the Child and Adopter Journeys is taking place in coproduction with stakeholders to ensure the Together4Children Regional Permanency Partnership reflects the needs and aspirations of individuals and groups from a variety of backgrounds.</p> <p>The Partnership is anticipated to lead to an increase in the number of children achieving</p>	<p>The Partnership's Marketing &amp; Recruitment Strategy does not recruit appropriate Adopters who reflect the backgrounds of Looked After Children and the communities of the Partnership. This includes attracting Adopters from a different race, nationality, ethnic or national origins; with disabilities and complex needs; all religious and philosophical beliefs (including lack of belief); all types of sexual orientation; those in the process of gender reassignment, or who identify as Transgender.</p>	<p>An intelligence function is evolving which includes insight (including trends) relevant to inform the Partnership's commissioning and delivery which is understanding of, sensitive to and adapts to meet local culturally diverse populations. This function will be embedded in the continued strategic and operational development of the Partnership.</p> <p>The Partnership will ensure Adopter Marketing &amp; Recruitment activity targets underrepresented groups to create a pool of potential Adopters from a range of communities and backgrounds, including Adopters from a different race, nationality, ethnic or national origins; with disabilities and complex needs; all religious and philosophical beliefs (including lack of belief); all types of sexual orientation; those in the process of gender reassignment, or who identify as Transgender.</p> <p>The Partnership will ensure information, advice and guidance about Adoption opportunities are made available for people of</p>

		<p>short, medium and long term emotional, physical and legal permanency. A wider geographical base will also provide increased opportunities for recruitment of adopters from a wider range of cultural backgrounds, including race, nationality, ethnic and national origins. This is anticipated to lead to increases in placement matches and fewer placement breakdowns.</p> <p>All work undertaken by the Together4Children Regional Permanency Partnership will comply with the Equality Act 2010 and policies and procedures will be updated and reviewed annually, using the knowledge, experience and expertise of the Partners.</p>		<p>diverse ethnic backgrounds, are available in appropriate community languages and are culturally appropriate.</p>
<p><b>Health and Care</b> – How will the proposal impact on residents’ health? How will the proposal impact on demand for or access to social care or health services?</p>	<p>Adopters, Foster Carers, Connected Carers, Special Guardians, Looked After Children and other key stakeholders, including groups and individuals from a different race, nationality, ethnic or national origins; with disabilities and complex needs; all religious and philosophical beliefs (including lack of belief); all types of sexual orientation; those in the process of gender</p>	<p>The Partnership intends to provide a holistic, integrated approach that will promote effective support for those families where the “toxic trio” was previously present (i.e. mental health, domestic abuse and substance misuse). The Partnership aims to speed up the process of achieving permanency for a child which will in turn improve the life chances and outcomes for children, supporting good healthy lifestyles, emotional</p>	<p>Failure to engage effectively with all groups affected in relation to health and social care services being offered.</p>	<p>As part of local asset mapping, the Partnership will engage with public sector partners, voluntary organisations and community partners, sharing learning across the region in relation to health and social care. In forming our Partnership, we have facilitated informal conversations with the voluntary sector across our region to develop a deeper</p>

	<p>reassignment, or who identify as Transgender.</p>	<p>health and wellbeing and resilience and independence.</p>		<p>understanding of how we can most effectively engage voluntary sector partners in the development of our Partnership. Following “Go Live”, it is proposed to invite the voluntary sector across our region to form an “Alliance”. It is the intention of our Partnership to invite the alliance to be a strategic partner within our Partnership and to work in coproduction with our Partnership to develop our delivery model. This “Alliance” will become an essential part of our delivery model and will be developed in coproduction with voluntary sector.</p>
<p><b>Economy</b> – How will the proposal impact on the economy of the Region or impact on the income of the Region’s residents?</p>	<p>Adopters, Foster Carers, Connected Carers, Special Guardians, Looked After Children and other key stakeholders, including groups and individuals from, from different race, nationality, ethnic or national origins; with disabilities and complex needs; all religious and philosophical beliefs (including lack of belief); all types of sexual orientation; those in the process of gender</p>	<p>As the Partnership develops its regional footprint, it will lead to the pooling of resources and cost saving through economies of scale. This is likely to be invested further in specialist services and commission and develop new programmes of activity across the Children &amp; Families System.</p> <p>The Partnership intends to improve outcomes for Looked After Children, this in turn creates better life chances e.g. education, jobs, wider career opportunities.</p>	<p>Impact of transformational change on the provider market, particularly the third sector.</p>	<p>As part of local asset mapping the Partnership will engage with public sector partners, voluntary organisations and community partners, sharing learning across the region in relation to health and social care. In forming our Partnership, we have facilitated informal conversations with the voluntary sector across our region to develop a deeper understanding of how we</p>

	<p>reassignment, or who identify as Transgender.</p> <p>Local Businesses.</p>			<p>can most effectively engage voluntary sector partners in the development of our Partnership. Following “Go Live”, it is proposed to invite the voluntary sector across our region to form an “Alliance”. It is the intention of our Partnership to invite the alliance to be a strategic partner within our Partnership and to work in coproduction within our Partnership to develop our delivery model. This “Alliance” will become an essential part of our delivery model and will be developed in coproduction with voluntary sector.</p> <p>Where appropriate we will seek to maximise joint commissioning opportunities across the Partnership to facilitate integrated models of provision and to make best use of limited resources.</p>
<p><b>Environment</b> – How will the proposal impact on the physical environment of the Region?</p>	<p>The Children’s Workforce undertaking functions in relation to Adoption.</p>	<p>The Partnership is seeking to create a sustainable Regional Permanency Partnership which operates on a regional footprint. Whilst operating on a regional footprint, the Partnership will adopt “Agile” Working Practices</p>	<p>The development of a Central Permanency Hub and a wider regional infrastructure may increase travel and the impact upon the environment.</p>	<p>Efficient use of pooling resources and utilising technology will aim to minimise the risk upon the wider environment.</p>

		to avoid negative impacts upon the environment.		
<b>Localities / Communities –</b> How will the proposal impact on the region's communities?	Adopters, Foster Carers, Connected Carers, Special Guardians, Looked After Children and other key stakeholders, including groups and individuals from, from different race, nationality, ethnic or national origins; with disabilities and complex needs; all religious and philosophical beliefs (including lack of belief); all types of sexual orientation; those in the process of gender reassignment, or who identify as Transgender.	As part of the local asset mapping, the Partnership intends to build and strengthen links within surrounding communities in each locality and maximise the benefits. The Partnership intends to achieve improved outcomes for Looked After Children requiring permanency giving them a sense of security, continuity, commitment and identity, in turn strengthening the sense of community and belonging.	By joint-working, the Partnership must be mindful of the limited amount of resources in a local community which may lead them to have to limit capacity for other community members, groups and organisations.	In developing local service models, due consideration will continue to be given to developing community support mechanisms in rural settings which are accessible and respond to local needs. Continued commitment, communication and support by SCC to working with partners locally to support the partnership-led PBA and community capacity building, to promote collaboration.